MWR
Fleet Readiness

“The Art of Progress is to

Preserve Order

amid Change,

and to Preserve Change

amid Order”

Being More Fleet Centric

- Vision
  - To create and further enhance leisure and fitness opportunities for afloat and ashore Sailors and Marines
  - Deliver exactly what we are designed to provide/produce as outlined in CNO's Framework Action for Sailors
- Focus

THE NAVY STARTS WITH THE FLEET.

What Sailors Mean to Us

- **Sailors are the most important people in our business**
- **Sailors do not depend on us, we depend on them.**
- **Sailors never interrupt our work, they are our work.**
- **Sailor are flesh-and-blood human beings, not cold statistics**
- **Sailors bring us their wants, we fulfil them.**
- **Sailors deserve courteous attention.**
- **Sailors are the lifeblood of this and every other Navy organization.**

These guidelines are sayings the same thing: Concentrate on Sailors. You can't make many catches if you take your eyes off the ball.

MISSION ESSENTIAL PROGRAMS

- **FLEET READINESS**
  - **Fleet Recreation & Liberty**
- **NAVY FITNESS**
  - **Physical Readiness Program**
    - ***Nutrition Programs***
  - **Fitness (Ashore)**
    - ***Fitness Programs***
    - ***Health Promotions***
    - ***Recreational Sports Program***
    - ***Aquatics***
  - **Navy Sports**
    - ***All Navy, Armed Forces, National and International Competitions***

Branch Focus

- **Provide policies & guidance for fleet readiness and fitness program and services**
- **Provide policies & guidance for the Physical Readiness program**
- **Advocated for Resources**
  - Fiscal and Personnel
- **Stay Focused on “Mission”**
- **Plow $$$ to activities in programs**
  - Fleet
  - Fitness
  - Sports

ISSUES & OPPORTUNITIES

- **Equip Mission Essential personnel with necessary resources to carry out their responsibilities.**
- **Seek Appropriated Funding (APF) levels to support program initiatives.**
- **Develop Program Objective Memorandum (POM) for funds to meet Navy and DOD program standards**

PROGRAM UPDATE

- **Branch Update**
- **Fleet Review Board**
- **Fleet Refit Update**
- **Afloat Personnel**
- **Budget**
- **New Initiatives**

“Excellence is never a accident, it is always a result of high intentions, sincere effort, intelligent direction, skillful execution and the vision to see obstacles as opportunities”

FLEET REVIEW BOARD

•Tasking-

–Reduce Sailor man hours in administration and management of Afloat MWR program

•Areas of Review

–Administration

–Training

–Finance

–Program

–Property

NAVY PERSONNEL COMMAND

Fleet Review Board Decision Items

- **Provide financial software accounting package to all fleet units by 30 September 2001**
- **Revise Afloat MWR Program Instruction -NLT Jun 01**
  - **Eliminate custodian equipment inventory and stock record cards**
    - **captured in financial software**
  - **Dispense with requirement program turnover for temporary absence of program custodian**
  - **Mandatory Recreation Council is eliminated but retain and empower Recreation Committee**
  - **Afloat Contract Review Board**

Fleet Review Board Decision Items

- Internal audit of ship's recreation funds
  - Budgets less than $100,000 - once a year
  - Budget over $100,000 - twice a year
- External MWR Recreation Fund Inspection one deployment cycle not to exceed 24 months
- Streamline Fleet Recreation Management Training from 4 days to three days.

- MWR will provide an Executive MWR "Best Practices" Brief during PCO,PXO and CMC Pipeline training

Fleet Review Board Additional Comments

- **Program Manager (Pers-651) continue to reorganize Afloat Recreation for more effective and efficient administration and assistance to all fleet units.**
  - **Continue to provide Afloat Recreation and Afloat Fitness Directors to all carriers and amphibious ships.**
  - **Explore how to best provide recreation and fitness personnel to other units of the battle group.**
- **Explore assisting deployed units by providing information on a video cruise book concept as opposed to the published version.**
- **Develop port visit information packets to assist ships with local do's and don'ts- plus local point of contacts for various leisure activities.**

FLEET REFIT -UPDATE

- **Goal-Upgrade every ship/submarines' fitness equipment**
- **Budget- Target $7M for FY01**
- **Expended to date- $4.1K**
- **330 Afloat units in Navy**
  - **180 processed/ordered**
  - **150 orders not processed**
- **Funding -on hold**

AFLOAT PERSONNEL

- **Goal - hire qualified civilian professional personnel to place on ships**
- **Must meet metrics for position**
- **All afloat hires will be NPC employees**
- **Pers-651 to provide support and training-including military supervisor**
    - **Job Aids Book**
    - **Personnel Policy letter**
    - **Required training**

FY01
Financial Status

- DoD
  - Authorization $309.9B
  - Appropriation $287.8B
- Navy Budget $93.5M
- MWR Budget $894.4M
  - Physical Fitness (O&M,N) - $82.1M
    - Budgeted - FY00 - $72.5M
    - Executed - FY00 - $
    - Budgeted - FY02 - $84.6M
      FY03 - $92.8M

PERS-65 Programs

Dollars in Millions

	APF	Shore		Fleet	
Fleet Mopic	$ 9.6			$ 9.6	
Rec Special Projects	$ 5.5	$ 5.5			
Fleet Initiative	$ 4.9			$ 4.9	
Fleet Shore Rec	$ 1.7	$ 1.4		$ 0.3	
Quick Hitters	$ 1.7	$ 1.7			
	$ 23.4	$ 8.6	**37%**	$ 14.8	**88%**
NAF Shore		$ 37.7			
NAF ARS's Grants				$ 1.8	
NAF Mopic				$ 0.2	
		$ 37.7	81.5%	$ 2.0	12.2%
Total APF/NAF	$ 63.1	$ 46.3	73.4%	$ 16.8	26.6%

MISSION ESSENTIAL FUNDING DILEMMA

- **Unable to secure budgeted authorization**
- **Utilization of NAF dollars for APF responsibility**
- **Resource Sponsor (N-1) not protecting Mission Essential program dollars**
- **Fleet Readiness (Fleet Recreation and Single Sailor) not funded properly**
  - Estimated delta $15M

Per-651 Fleet Initiatives

- **Program Modernization**
  - **Complete action items from Fleet Review Board (FRB)**
  - **Develop Program Standards**
    - Program
    - Customer Service
  - **Revise current program instruction**
  - **Merge Single Sailor and Fleet Recreation Programs to Fleet Readiness**
    - Policies
    - Programs
    - Personnel

Per-651 Fleet Initiatives

- **Program Modernization**
  - **Realign Fleet MWR Personnel to further promote our constant attention to Quality of Service.**
  - **Refinements to Physical Readiness Program**
  - **Meet DOD and Navy Fitness Standards**

Pers-651 Initiatives for FY02

- **Personnel**
  - **Afloat Administration**
    - LANFLT, PACFLT, 5th Fleet
    - Training Supervisor
    - ARS & AFD personnel for Fleet
- **Training**
  - **Fitness Leader Training**
    - Personnel Trainer, Advance Physical Fitness Specialist, Specialty courses
  - **Equipment Maintenance Workshops**
  - **Navy Program Workshop**
    - Fleet and Fitness

Pers-651 Initiatives for FY02

- **Program**
  - **Financial Reporting Package**
    - Financial software package to Fleet
  - **Video Cruise Book concept**
  - **“Best Practices” Booklets**
  - **Standardize fitness equipment by ship size**
  - **Program Budgets**
    - Special Fleet Programs (foreign visits, Fleet week, RIMPAC)
    - Recreation Supplies (balls, bats, gloves, board games)
    - Emergency fitness equipment repair/replacement
    - Computers- hardware/software
  - **Establishing Partnership with BUMED in the area of Health Promotions**

Pers-651 Initiatives for FY02

- **Program**
  - **Work with NAVSEA on fitness space design**
  - **Deck matting issues**
  - **Be active in providing ships with programs and fitness space design**
  - **Develop metrics/criteria for equipment**
  - **Strive to keep and increase funding stream**

Pers-651 Initiatives for FY02

- **Equipment -Fleet and Ashore**
  - Equipment replacement & upgrades-Fleet
  - Fitness- Refit/Replacement -02
    - at select OCONUS and CONUS locations
  - Automatic External Defibrillators (AEDs)
  - Computers- hardware and software
  - Fitness assessment programs
  - Blood Pressure/Weight Machines for Fleet
- **Providing Resources**
  - Activity Grants to MWR activities
  - Fitness Booklets from NSCA to Fleet

FY02 Fleet Requirements Summary

• Personnel	$2.78M
• Equipment	$6.7M
• Program	$2.1M
Requirement	$11.58M
Current Budget	6.0M
DELTA	**$5.58M**

POM-04 initiative must be developed and supported to meet basic program requirements

A Last Words from the Locker Room

- **Maintain a Positive Attitude**
- **Welcome adversity as a learning experience**
- **Give your best effort at all times**
- **Adapt to change**
- **Think WIN! (What Important Now)**

“On Track to Excellence”

THINK

FLEET CENTRIC